

PAY DIFFERENTIAL 141
RECRUITMENT AND RETENTION DIFFERENTIAL PAY-
UNIT 04 AND EXCLUDED EMPLOYEES
PREVIOUSLY ARC 142 AND ARC 142/FOOTNOTE 25

Established: 06/01/99

Revised: 11/30/01

| CLASS TITLE | CLASS CODE | CB/ID | EFFECTIVE DATE | DEPARTMENT | LOCATION/CO |
|---|------------|-------|----------------|--------------------------------------|---|
| Rank and File: | | | | | |
| Senior Legal Typist, Range A & B | 3224 | R04 | 6/1/99 | All Departments | Alameda, Contra Costa, Los Angeles, Marin, Orange, San Diego, San Francisco, San Mateo, Santa Clara |
| Legal Secretary, Range A & B | 1282 | | | | |
| Excluded: | | | | | |
| Appeals Supervisor I, Unemployment Insurance Appeals Board | 1731 | S04 | 8/1/99 | Unemployment Insurance Appeals Board | Alameda, Contra Costa, Los Angeles, Marin, Orange, San Diego, San Francisco, San Mateo, Santa Clara |
| Appeals Supervisor II, Unemployment Insurance Appeals Board | 1732 | | | | |
| Legal Office Administrator I | 1344 | | 11/2/99 | Department of Justice | Los Angeles, Oakland, San Diego, San Francisco |
| Legal Office Administrator II | 1345 | | | | |
| Legal Support Supervisor I | 1277 | | 6/1/99 | All Departments | Alameda, Contra Costa, Los Angeles, Marin, Orange, San Diego, San Francisco, San Mateo, Santa Clara |
| Legal Support Supervisor II | 1278 | | | | |

| RATE | | EARNINGS ID |
|------|--|-------------|
| 1 | An employee who has served 12 or more qualifying pay periods of service at the maximum rate* may receive an additional adjustment of one step. | 8K21 |
| 2 | An employee who has served 12 or more qualifying pay periods of service at the rate described in Rate 1 above may receive an additional adjustment of one step (up to two steps above the maximum salary rate of the class). | 8K22 |

CRITERIA

Employees in the above classes and employed in the above locations shall receive the differential.

*Upon appointment to a position in one of the above classes and designated locations, employees may be entitled to a "plus" adjustment to the maximum salary step. (See Section 5)

An employee (currently receiving Pay Differential 141) who promotes to another eligible class (also eligible for Pay Differential 141) and experiences a salary loss upon promotion may immediately receive an adjustment in the amount described in Rate 1. Thereafter, they may be eligible to receive an additional adjustment of one step as described in Rate 2.

If, within two years, an employee moves out of an approved class or a designated location, the "plus" or Earnings ID adjustments will be terminated and the salary and anniversary date adjusted to reflect those incumbents with comparable services in the new location.

If, after two years, an employee moves out of an approved class, the "plus" or Earnings ID adjustment will be incorporated into the employee's new base salary, up to the maximum rate of the new class.

An employee in a class receiving a differential under these criteria, who is then promoted to a higher class (defined by DPA Rule 599.666), shall move by DPA Rule 599.676 from their combined salary (base salary plus pay differential) to compute the appointment rate. Only the maximum rates for the classes are to be used when determining salary relationships between classes.

When an employee transfers from one of the classes receiving a differential under these criteria to the same class in another location listed above receiving this differential without a break in service, the employee's salary and anniversary date shall be retained.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

| | |
|---|-----|
| PRO RATED | Yes |
| SUBJECT TO QUALIFYING PAY PERIOD | No |
| ALL TIME BASES AND TENURES ARE ELIGIBLE | Yes |
| SUBJECT TO PERS DEDUCTION | Yes |

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

| | |
|-------------------|-----|
| OVERTIME | Yes |
| IDL | Yes |
| EIDL | No |
| NDI | Yes |
| LUMP SUM VACATION | Yes |
| LUMP SUM SICK | Yes |
| LUMP SUM EXTRA | Yes |